

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
OCTOBER 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357	370	337									1442
Number of Complaints Drafted	162	143	115	117									537
% of inquiries drafted	43%	40%	31%	35%									37%
Employment	125	118	90	78									411
Housing (Real Estate)	21	17	14	12									64
Public Accommodation	14	7	9	20									50
Credit	1	0	1	0									2
Education	1	0	1	5									7
Unknown	0	0	0	0									0
Number of Complaints Formalized	95	103	71	96									365
Employment	60	85	47	70									262
Transferred from EEOC*	0	10	1	0									11
Housing (Real Estate)	23	9	17	20									69
Transferred from HUD**	4	1	5	4									14
Public Accommodation	12	9	7	5									33
Credit	0	0	0	1									1
Education	0	0	0	0									0

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357	370	337									1442
Region 1	41	32	35	40									148
Region 2	40	23	38	27									128
Region 3	30	29	35	28									122
Region 4	11	11	12	17									51
Region 5	180	177	138	138									633
Region 6	18	33	31	19									101
Region 7	10	10	15	9									44
Region 8	25	19	24	22									90
Region 9	17	17	35	29									98
Unknown/Out of State	9	6	7	8									30

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%	10%	9%	19%									13%
Housing (Real Estate)	0%	10%	16%	16%									11%
Public Accommodation	19%	16%	14%	18%									17%
Credit	0%	0%	0%	50%									50%
Education	31%	34%	30%	29%									31%
Open Cases by Area													
Employment	701	759	762	781									
Housing (Real Estate)	75	67	63	55									
Public Accommodation	98	104	104	100									
Credit	1	1	1	1									
Education	39	39	43	31									

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed	80	44	59	78									261
Employment	63	24	28	42									154
Housing (Real Estate)	5	18	20	23									66
Public Accommodation	5	2	8	8									23
Education	7	0	3	5									15
Credit	0	0	0	0									0
Type of Closure													
NPC	58	13	32	42									145
CWS	10	9	9	21									49
CW	6	5	2	3									16
AD	4	14	16	11									45
FO	2	2	0	1									5

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2	0	7									12
Employment	3	1	0	5									9
Housing (Real Estate)	0	0	0	1									1
Public Accommodation	0	1	0	1									2
Education	0	0	0	0									0
Credit	0	0	0	0									0
Active Cases													
Employment	34	34	34	34									
Housing (Real Estate)	12	7	12	12									
Public Accommodation	7	3	7	7									
Education	4	5	4	4									
Credit	0	0	0	0									
Average Age of Cases since NOF*	287	298	332	312									

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Wade, R. v. American Senior Community is an employment case based on sex. Complainant alleged that she was placed on Family Medical Leave because she is pregnant.

Dangler, J. v. Colwell is an employment case based on disability. Complainant alleged that he was terminated because of his disability.

Stouder, C. v. B & K Automotive d/b/a NAPA is an employment case based on disability. Complainant alleged that she was denied a reasonable accommodation.

Reisinger, K. v. J & J and Associates, Inc. is an employment case based on sex. Complainant alleged that she was terminated because of her sex.

Johnson, W. v. Barnaby's Restaurant is an employment case based on race. Complainant alleged that he was racially harassed.

Ludwig, T. v. John and Rebecca Powers is a housing case based on familial status. Complainant alleged that he was denied an opportunity to rent a house because his fiancé is expecting a child.

Shaw, B. v. M & M Stump and Tree/William Mohr is a public accommodation case based on race. Complainant alleged that he was denied service because of his race.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

N/A

Articles of Interest:

ICRC sues tree removal company for discrimination (October 31, 2014, WANE-TV)

<http://wane.com/2014/10/31/icrc-sues-tree-removal-company-for-discrimination/>

Vamco Sheet Metals to pay \$215,000 to settle discrimination suit (October 29, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/10-29-14.cfm>

Jury awards \$499,000 against EmCare in sexual harassment and retaliation case (October 27, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/10-27-14.cfm>

“Public Employees’ Rights” seminar set for Nov. 10th in Huntington (October 23, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2824.htm>

Indiana to digitize 13 million historical records (October 23, 2014, WLFI-18)

<http://wlfi.com/2014/10/23/indiana-to-digitize-13-million-historical-records/>

Bullying of students with disabilities addressed in guidance letter (October 21, 2014, OCR Newsroom)

<http://www.ed.gov/news/press-releases/bullying-students-disabilities-addressed-guidance-america%E2%80%99s-schools>

Feature: Civil Rights Act of 1964 (October 21, 2014, Indiana Minority Business Magazine)

<http://www.indianaminoritybusinessmagazine.co/features/civil-rights-act-of-1964/>

EEOC to hold live Twitter chat on Disability Employment Oct. 28th (October 21, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/10-21-14.cfm>

Indiana State Health Department opens Ebola Call Center (October 20, 2014, WTHR-13)

<http://www.wthr.com/story/26834488/2014/10/20/indiana-state-health-department-opens-ebola-call-center>

Civil Rights Leader on hand to launch Living-Learning Center (October 16, 2014, Indiana Public Media)

<http://indianapublicmedia.org/news/civil-rights-leader-hand-launch-livinglearning-center-73379/>

EEOC chair Yang calls for renewed effort to hire people with disabilities (October 15, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/10-15-14.cfm>

Dean of Indiana University's School of Education retires (October 15, 2014, Indiana Public Media)

<http://indianapublicmedia.org/news/dean-indiana-universitys-school-education-retires-73329/>

Bloomington Commission on the Status of Women celebrates 40 years (October 15, 2014, IU Daily Student)

<http://www.idsnews.com/article/2014/10/bloomington-commission-on-the-status-of-women-celebrates-40-years>

ICRC issues several probable cause findings (October 14, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2823.htm>

Civil rights activist and former NAACP president Julian Bond to deliver Harris lecture (October 8, 2014, Indiana University Newsroom)

<http://news.indiana.edu/releases/iu/2014/10/julian-bond-brown-60.shtml>

Landlords charged with sexual harassment in West Virginia and Tennessee (October 8, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-126

HUD takes action where hostile apartment rules against children took place (October 8, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-125

ICRC, City of Hammond to host Community Resource Night (October 7, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2821.htm>

HiLine Electric to pay \$210,000 to settle EEOC age discrimination lawsuit (October 6, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/10-6-14c.cfm>

Ensuring equal access to educational resources for all students (October 3, 2014, U.S. Dept. of Education)

<http://www.ed.gov/blog/2014/10/ensuring-equal-access-to-educational-resources-for-all-students/>

Know your religious rights in the workplace (October 2, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/religion/article_f6a1add0-4a40-11e4-874b-2f2481f370cd.html

HUD settles allegations of housing discrimination against victims of domestic violence (October 2, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-121

Team from Ball State gathering input from Hancock County (October 1, 2014, Daily Reporter)

http://www.greenfieldreporter.com/view/local_story/Students-seek-civil-rights-sto_1412214111

EEOC sues Careall for race discrimination (October 1, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/10-1-14d.cfm>